

# Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act:

### National Park Service: NPS

For 4th Quarter 2010 for period ending September 30, 2010

**\*\*Mixed Cases are Included in this report.\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	94	116	77	67	86	89
Number of Complainants	82	103	76	67	84	89
Repeat Filers	7	8	1	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	28	48	27	24	38	32
Color	15	17	17	10	7	8
Religion	2	3	2	2	6	3
Reprisal	48	67	46	36	44	39
Sex	35	36	24	25	28	33
National Origin	25	12	10	4	10	13
Equal Pay Act	1	6	2	3	1	1

Age	28	34	23	18	24	30
Disability	19	25	14	23	24	21
Non-EEO	0	0	1	3	2	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	18	15	10	12	10	18
Assignment of Duties	25	15	17	12	14	20
Awards	2	7	3	2	8	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	4	2	2	2	5	2
Suspension	5	6	3	3	6	7
Removal	1	1	0	0	2	2
Other	4	1	4	7	9	5
Duty Hours	6	7	6	5	3	2
Evaluation Appraisal	8	11	9	11	17	13
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	30	40	35	24	37	29
Sexual	4	3	3	6	1	3
Medical Examination	0	1	0	0	1	0
Pay (Including Overtime)	2	2	1	1	4	4

Promotion/Non-Selection	16	18	11	6	20	11
<b>Reassignment</b>						
Denied	1	1	0	1	2	2
Directed	5	8	1	4	4	3
Reasonable Accommodation	5	11	6	8	11	6
Reinstatement	0	0	0	0	0	0
Retirement	1	1	0	1	1	0
Termination	4	10	7	3	14	9
Terms/Conditions of Employment	19	13	23	10	19	16
Time and Attendance	7	6	11	9	10	7
Training	4	2	3	7	9	7
Other	12	19	7	11	10	13
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Complaints pending during fiscal year						
Average number of days in investigation	229.55	235.03	246.05	303.25	143.61	145.67
Average number of days in final action	456.11	152.98	164.38	198.75	259.10	136.10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	133.75	128.16	160.78	125.95	53.94	19.95
Average number of days in final action	35.25	35.87	41.10	28.05	20.85	9.00
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	342.26	327.16	329.51	406.27	212.30	226.77						
Average number of days in final action	526.25	311.41	241.44	290.34	350.73	225.82						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data									2010Thru09-30		
	2005	2006	2007	2008	2009							
Total Complaints Dismissed by Agency	10	21	11	18	8	8						
Average days pending prior to dismissal	163	475	402	205	210	253						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	3	7	6	7	6						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		0		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	50
With Hearing	0	0	1	100	0	0	1	100	0	0	1	50
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	2005	2006	2007	2008	2009							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		0		2	

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[illegible]

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[illegible]



[illegible]

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2010Thru09-30						
	2005	2006	2007	2008	2009							
Total complaints from previous Fiscal Years	117		148		185		183		148		128	
Total Complainants	95		119		149		149		133		121	
Number complaints pending												
Investigation	0		11		28		2		1		1	
ROI issued, pending Complainant's action	0		0		3		0		0		1	
Hearing	39		51		50		61		57		69	
Final Agency Action	7		9		28		28		1		4	
Appeal with EEOC Office of Federal Operations	0		0		0		0		0		0	
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2010Thru09-30						
	2005	2006	2007	2008	2009							
Pending Complaints Where Investigations Exceed Required Time Frames	17		20		50		7		9		12	